



# WASHINGTON State Employee

**Not in  
our  
state!**

See page 3



Jason Redmond photo. Copyright 2013

This union works for me!

## No shock here

■ South Seattle CC lead electrician and union beat outsourcing

How many private electrical contractors does it take to screw in a light bulb?

In the eyes of **Dan Sutcliffe**, lead electrician at South Seattle Community College, way too many to justify taking work away from college employees at a higher cost.

Sutcliffe proved that point in a recent unfair labor practice settlement.

It was only the second time in his 35 years at the college that the Local 304 member and steward filed such a challenge. But the college can't get away with unilaterally outsourcing, he said. And his co-workers need to know that this is the kind of thing the union does for them routinely.

"When you start something, you can never let fear or bullying get in the way," Sutcliffe said. "No matter, if you know you're right, you don't back down. You know you'll win eventually because

See SUTCLIFFE, page 8



Dan Sutcliffe (left) and WFSE AFSCME Council Rep Robin Ledbetter at the emergency backup generator that was at the center of the outsourcing.



Paula Lukaszek

## 'A steward is a steward is a steward'

■ Arbitrator: UW Trades stewards can represent other Local 1488 members on main campus

**Paula Lukaszek** and other stewards in the Federation of Skilled Trades Bargaining Unit at the University of Washington must be allowed to represent other members in the Campuswide Unit as well, an arbitrator has ruled.

The arbitrator ruled Nov. 14 the UW wrongly denied Lukaszek release time last year to represent a member of the Campuswide Bargaining Unit.

That violated the contract, the arbitrator ruled.

"We're on par with the rest of the stewards in 1488," said Lukaszek, now local president.

"I can represent anyone on the main campus whether they're in Trades or not."

"A steward is a steward is a steward. We should be able to represent any member."

# Privacy and safety

**WFSE/AFSCME will likely ask Legislature for privacy bill after another Sunshine Committee delay**

The state "Sunshine Committee" has once again put off action on a Federation request to keep state employees' personal driver's license numbers private.

But the Federation will likely move forward with legislation to make drivers license numbers exempt from public records requests.

Recent requests for that information raised fears by Federation members in Lottery, the Liquor Control Board and elsewhere because the information can be used to

track down other identifiers that make public employees vulnerable to financial and safety attacks.

The state Sunshine Committee on Dec. 9 voted to table a proposal to exempt drivers' license numbers and instead do more study.

But Federation Lobbyist Matt Zuvich told the committee the union will likely seek "some kind of legislative fix to address the concerns that we brought here..."

"Our concern is around the safety and security of pub-



lic employees."

The Federation is taking the two-track strategy after a judge recently denied an injunction to exempt drivers' license numbers in the Lottery Commission. A judge did grant an extremely narrow exemption for Liquor Control Board employees on only one type of form, the "I-9" form proving citizenship for employment.

Two Federation members in the Lottery Commission

testified before the Sunshine Committee on their own time in support of the exemption.

Susan Berger and Maureen Van Deuren said the exemption would bring clarity when a judge is weighing an injunction.

Van Deuren said the drivers' license numbers should not be "something that somebody in a Thurston County jail can get information on."

"The potential for harm and the potential for targeting public servants who have a lot of contact with the general public is, I think, greater for state employees," Zuvich said.

The committee tabled action because a member from the newspaper industry wasn't present to raise concerns. An "Open govern-

ment" coalition said the solution isn't more exemptions but greater cyber security.

Nick Brown, representing the Governor's office, rejected that argument.

"It doesn't get to the root of the problem, that there is still going to be a way to do it," Brown said. "And one of the ways to minimize that is to improve security."

"But the other way to help minimize that is to minimize the amount of information out there."

Brown was one of only two on the Sunshine Committee to vote against the motion to table, or delay a decision.

The Sunshine Committee's official name is the Public Records Exemptions Accountability Committee.

# PSERS

**Push goes on now that pension policy committee makes no recommendation**

Most of a key state pension policy panel supports the Federation bill to expand the public safety retirement system for DSHS workers in dangerous jobs.

But the Dec. 10 vote to officially endorse EHB 1923 fell one vote short of the required 11 votes needed to give the measure the official stamp of approval from the Select Committee on Pension Policy.

Ten of the committee members did support it, while seven voted no.

So EHB 1923 goes to the Legislature with no official — yet majority — support — from the committee.

The bill passed the House earlier this year, but not the Senate. It remains alive in 2014 and does not have to be reintroduced.

EHB 1923 would expand the Public Safety Employees Retirement System to include DSHS workers in dangerous jobs who provide direct care, custody or safety.

It would allow injured workers like 35-year veteran



After the pension policy committee vote (from left): WFSE/AFSCME Lobbyist Matt Zuvich; Rick Herzog, Local 793, Western State Hospital; Kent Olson, Local 793, Child Study and Treatment Center; and WFSE/AFSCME Field Services Director Bob Keller.

Kent Olson to retire at age 46 if service requirements are met.

Olson, a psychiatric child care counselor at the Child Study and Treatment Center in Lakewood and a member of Local 793, sported a cast on his arm from an injury suffered in a patient assault this past August. He recently had rotator cuff surgery to repair the damage.

"This is the first time in 35 years that this has happened to me, but I know that, gee,

probably even 10 years ago I might have healed better," Olson said.

Assaults at CSTC more than doubled in 2012, according to the Legislature's most recent "Workplace Safety in State Hospitals" report.

Olson was joined at the hearing by Rick Herzog, a Local 793 member at Western State Hospital who has been assaulted 20 times in 2013. He's been on the job 25 years.

The one good thing to come from the committee's

official silence on EHB 1923 is the panel did not consider a bad alternate recommendation to cut out 90 percent of the employees who'd benefit under the bill, from 2,717 workers to 242 in just four job classes — two in Juvenile Rehabilitation and two in Mental Health.

Panel member Sen. Steve Conway of the 29<sup>th</sup> Dist. said that "narrow amendment" did not address the "breadth of the problem in the mental hospitals."

# Parks

**Media: Parks system can't survive without taxpayers**

We can't say it any better than the Everett Herald:

"A new report spotlights an inconvenient truth for law-

makers about Washington's public parks system: It cannot survive without help from the state's taxpayers."

"The agency is reeling from deep budget cuts and needs a reliable source of funds because it may never be able to live as lawmakers desire — solely on money collected from park visitors."

This from a new report presented by the Parks Commission to the Office of Financial Management.



This echoes what Federation members have said for years, from Fort Worden to St. Edwards and all points in between. Fighting for revenue

to save our park system, the crown jewels of Washington, is another reason to be active and informed during the 2014 legislative session.

## MORE ONLINE

To see the report for yourself, go to: <http://www.heraldnet.com/assets/pdf/DH1466141129.pdf>

**ELECTRONIC DELIVERY OPTION.** If you'd like to save paper and postage, you can receive this newspaper electronically. Go to [www.wfse.org](http://www.wfse.org) and hover over NEWS & INFO, located in the top menu bar. Select from the drop-down list: WASHINGTON STATE EMPLOYEE - Newspaper. Use the form on this page to register for the electronic version. Or e-mail us at [info@wfse.org](mailto:info@wfse.org), or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. If you're a represented non-member fee payer and you don't wish to receive this publication in any format, e-mail us at [contact@wfse.org](mailto:contact@wfse.org), or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501.



On page 1 and here: WFSE/AFSCME members and retirees rally in Seattle to keep Boeing Machinists jobs here. Story, page 6.

## WFSE/AFSCME 2014 LEGISLATIVE SESSION PREVIEW

# Not in our state!

### The headlines say...we can't sit back

December 10, 2013 3:13 PM

State Senate majority plans to pick up where it left off last session

Posted by Andrew Gardner

The state Senate majority caucus congratulated itself Tuesday for surviving a year and vowed to pursue legislation that did not pass last session, including changes to K-12 education and workers compensation.

Seattle Times, 12/10/13

### We're not Detroit...cuts aren't the answer

**Not in our state!** Some will try to use the bankruptcy in Detroit to justify cuts in Washington. In Detroit, outside politicians want to cut public employee pensions that average only \$19,000 a year. But pension costs didn't cause the bankruptcy there. Michigan cut \$66 million from the city's tax base, outsourced jobs, inflicted \$160 million in employee concessions in 2012 and then OK'd \$285 million for a new pro-hockey arena.

In Washington, we're recovering from the recession. Yet state revenue collections compared to personal income are the lowest in 50 years. Let's build, not tear down!



### Let's keep active in 2014!

**FACT:** In the last legislative session, WFSE/AFSCME members made a combined 840 personal visits to legislators and sent thousands of e-mails and phone calls. That direct contact made the difference in stopping bad bills.

### WFSE/AFSCME Legislative and Political Action (LPA)

## Being a member lobbyist is easy!

Join us for a scheduled Lobby Day or request a special day of your choosing.

Each Lobby Day includes a morning briefing that provides you with a status report and training, as necessary.

The day begins at 9am at WFSE/AFSCME LPA offices located at 906 Columbia Street SW, Olympia WA 98501.

Following the morning briefing, you'll head to the "hill" to meet with legislators, attend hearings, floor debate or some combination depending upon the issues and legislative calendar.

Contact April Sims

800-562-6002 or fax 360-352-7608

or email [aprls@wfse.org](mailto:aprls@wfse.org)



The state Senate Majority Coalition of 24 Republicans and two corporate Democrats says it plans to take up where it left off in the 2014 legislative session that starts Jan. 13. That means attacks on your health care, pensions and workers' compensation, and attempts to outsource more state employee jobs. They may use Detroit and Illinois to justify these attacks. You'll play a key role. Keep informed. Keep active.

### We're not Illinois...cutting pensions is wrong



**Not in our state!** Illinois politicians targeted public employees for the state's fiscal problems. They cut pensions by \$100 million, pensions promised to public employees. And they raised the retirement age by five years for many public employees.

In Washington, legislators likely will target your pensions again, using Illinois as an example. The only problem with that logic: Illinois ranked in the bottom four states for the worst funded pension systems. In contrast, Washington ranks in the top four for best funded pension systems.

Sources: AFSCME, PEW Center

### Why more outsourcing isn't smart

**Not in our state!** The Legislature should learn from the failures of outsourcing in other states.

## Out of Control

*The Coast-to-Coast Failures of Outsourcing Public Services to For-Profit Corporations*

#OutsourceFail



In the **Public Interest**

### Keep informed

Use your PC, laptop, tablet, smartphone or old fashioned telephone to keep up to date on your issues during the 2014 legislative session.



Get mobile action alerts:

**Text F4WR to 69866**

Hotline updates:

**WFSE.org** [subscribe at WFSE.org](http://subscribe.wfse.org)

@wfse28 **face book**

Call **800 562 6102**

### Key dates

1/14/14: WFSE/AFSCME Lobby Training, Seattle

1/13/14: Legislature convenes for scheduled 60-day session. (This is Part 2 of this Legislature that started in 2013.)

3/13/14: Scheduled end of 60-day session.

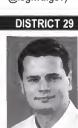
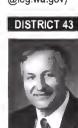
# THE FACES OF THE 147 LEGISLATORS WHO'LL DECIDE STATE'S FATE

Listed here are the names of the senator and two representatives from each of this state's 49 legislative districts for the 60-day 2014 regular session of the Legislature that starts Jan. 13. Democrats control the House, 55-43.

In the Senate, there are 25 Democrats and 24 Republicans. However, the 24 Republicans teamed with two Democrats, Sen. Rodney Tom and Sen. Tim Sheldon, to give the Republicans 26-23 control of the Senate.

Use this directory to call or e-mail your legislators directly. At press time, several vacancies remained.

| DISTRICT 1                                                                                                                                                         | DISTRICT 2                                                                                                                                                 | DISTRICT 3                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Rep. Rosemary McAuliffe, D-1,<br>(786-7600)<br>(rosemary.mcauliffe@leg.wa.gov) | <br>Rep. Derek Stanford, D-1,<br>(786-7928)<br>(derek.stanford@leg.wa.gov) | <br>Rep. Luis Moscoso, D-1,<br>(786-7900)<br>(luis.moscoso@leg.wa.gov) |
| <br>Sen. Randi Becker, R-2,<br>(786-7602)<br>(randi.becker@leg.wa.gov)             | <br>House Pos. 1<br>(786-7824)                                             | <br>Rep. J. T. Wilcox, R-2,<br>(786-7912)<br>(jt.wilcox@leg.wa.gov)    |
| <br>Rep. Andy Billig, D-3,<br>(786-7604)<br>(andy.billig@leg.wa.gov)              |                                                                                                                                                            |                                                                                                                                                        |

| DISTRICT 7                                                                                                                                                          | DISTRICT 8                                                                                                                                                          | DISTRICT 9                                                                                                                                                       | DISTRICT 10                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Sen. Brian Daniell,<br>R-7, (786-7612)<br>(brian.daniell@leg.wa.gov)            | <br>Rep. Shelly Short,<br>R-7, (786-7908)<br>(shelly.short@leg.wa.gov)             | <br>Rep. Joel Kretz,<br>R-7, (786-7988)<br>(joel.kretz@leg.wa.gov)              | <br>Sen. Barbara Bailey,<br>R-10, (786-7618)<br>(barbara.bailey@leg.wa.gov)     |
| <br>Sen. Sharon Brown,<br>R-8, (786-7614)<br>(sharon.brown@leg.wa.gov)             | <br>Rep. Brad Klipper,<br>R-8, (786-7882)<br>(brad.klipper@leg.wa.gov)             | <br>Rep. Larry Haler,<br>R-8, (786-7986)<br>(larry.haler@leg.wa.gov)            | <br>Rep. Norma Smith,<br>R-10, (786-7884)<br>(norma.smith@leg.wa.gov)           |
| <br>Rep. Mark Schoesler,<br>R-9, (786-7942)<br>(mark.schoesler@leg.wa.gov)         | <br>Rep. Susan Fagan,<br>R-9, (786-7942)<br>(susan.fagan@leg.wa.gov)               | <br>Rep. Joe Schmick,<br>R-9, (786-7844)<br>(joe.schmick@leg.wa.gov)           | <br>Rep. Barbara Bailey,<br>R-10, (786-7618)<br>(barbara.bailey@leg.wa.gov)   |
| DISTRICT 14                                                                                                                                                         | DISTRICT 15                                                                                                                                                         | DISTRICT 16                                                                                                                                                      | DISTRICT 17                                                                                                                                                      |
| <br>Rep. Norm Johnson,<br>R-14, (786-7810)<br>(norm.johnson@leg.wa.gov)             | <br>Rep. Charles Ross,<br>R-14, (786-7856)<br>(charles.ross@leg.wa.gov)            | <br>Sen. Jim Honeyford,<br>R-15, (786-7684)<br>(jim.honeyford@leg.wa.gov)       | <br>Rep. Monica Stonier,<br>D-17, (786-7994)<br>(monica.stonier@leg.wa.gov)     |
| <br>Rep. Bruce Chandler,<br>R-15, (786-7960)<br>(bruce.chandler@leg.wa.gov)        | <br>Rep. David Taylor,<br>R-15, (786-7874)<br>(david.taylor@leg.wa.gov)            | <br>Sen. Mike Hewitt,<br>R-16, (786-7630)<br>(mike.hewitt@leg.wa.gov)           | <br>Rep. Paul Harris,<br>R-17, (786-7976)<br>(paul.harris@leg.wa.gov)           |
| <br>Rep. Marko Liias,<br>D-21, (786-7956)<br>(marko.liias@leg.wa.gov)              | <br>Sen. Karen Fraser,<br>D-22, (786-7642)<br>(karen.fraser@leg.wa.gov)            | <br>Rep. Chris Reykdal,<br>D-22, (786-7940)<br>(chris.reykdal@leg.wa.gov)      | <br>Rep. Monica Stonier,<br>D-17, (786-7994)<br>(monica.stonier@leg.wa.gov)   |
| DISTRICT 21                                                                                                                                                         | DISTRICT 22                                                                                                                                                         | DISTRICT 23                                                                                                                                                      | DISTRICT 24                                                                                                                                                      |
| <br>Rep. Sam Hunt,<br>D-22, (786-7992)<br>(sam.hunt@leg.wa.gov)                     | <br>Sen. Christine Rolfs,<br>D-23, (786-7644)<br>(christine.rrolfs@leg.wa.gov)     | <br>Rep. Sherry Appleton,<br>D-23, (786-7934)<br>(sherry.appleton@leg.wa.gov)   | <br>Rep. Terry Nealey,<br>R-16, (786-7828)<br>(terry.nealey@leg.wa.gov)         |
| <br>Rep. Drew Hansen,<br>D-23, (786-7842)<br>(drew.hansen@leg.wa.gov)              | <br>Sen. Jim Hargrove,<br>D-24, (786-7646)<br>(jim.hargrove@leg.wa.gov)            | <br>Rep. Kevin Van De Wege,<br>D-24, (786-7916)<br>(kevin.vandevege@leg.wa.gov) | <br>Rep. Steve Tharinger,<br>D-24, (786-7904)<br>(steve.tharinger@leg.wa.gov)   |
| <br>Rep. Steve Conway,<br>D-29, (786-7956)<br>(steve.conway@leg.wa.gov)            | <br>Rep. David Sawyer,<br>D-29, (786-7906)<br>(david.sawyer@leg.wa.gov)            | <br>Rep. Steve Kirby,<br>D-29, (786-7996)<br>(steve.kirby@leg.wa.gov)          | <br>Sen. Bruce Dammeier,<br>R-25, (786-7648)<br>(bruce.dammeier@leg.wa.gov)   |
| DISTRICT 29                                                                                                                                                         | DISTRICT 30                                                                                                                                                         | DISTRICT 31                                                                                                                                                      | DISTRICT 32                                                                                                                                                      |
| <br>Sen. Steve Conway,<br>D-29, (786-7956)<br>(steve.conway@leg.wa.gov)            | <br>Rep. David Sawyer,<br>D-29, (786-7906)<br>(david.sawyer@leg.wa.gov)           | <br>Rep. Steve Kirby,<br>D-29, (786-7996)<br>(steve.kirby@leg.wa.gov)          | <br>Rep. Cindy Ryu,<br>D-32, (786-7880)<br>(cindy.yru@leg.wa.gov)              |
| <br>Rep. Sam Tracey,<br>D-30, (786-7658)<br>(tracey.eide@leg.wa.gov)              | <br>Rep. Linda Kochmar,<br>R-30, (786-7898)<br>(linda.kochmar@leg.wa.gov)         | <br>Rep. Roger Freeman,<br>D-30, (786-7830)<br>(roger.freeman@leg.wa.gov)      | <br>Rep. Pam Roach,<br>R-31, (786-7660)<br>(pam.roach@leg.wa.gov)              |
| <br>Rep. Christopher Hurst,<br>R-31, (786-7866)<br>(christopher.hurst@leg.wa.gov) | <br>Rep. Marilyn Chase,<br>D-32, (786-7662)<br>(marilyn.chase@leg.wa.gov)         | <br>Rep. Cathy Dahlquist,<br>R-31, (786-7846)<br>(cathy.dahlquist@leg.wa.gov) | <br>Rep. Cindy Ryu,<br>D-32, (786-7880)<br>(cindy.yru@leg.wa.gov)            |
| DISTRICT 36                                                                                                                                                         | DISTRICT 37                                                                                                                                                         | DISTRICT 38                                                                                                                                                      | DISTRICT 39                                                                                                                                                      |
| <br>Rep. Reuben Carlyle,<br>D-36, (786-7814)<br>(reuben.carlyle@leg.wa.gov)       | <br>Rep. Gael Tarleton,<br>D-36, (786-7860)<br>(gael.tarleton@leg.wa.gov)        | <br>Rep. John McCoy,<br>D-38, (786-7674)<br>(john.mccoy@leg.wa.gov)           | <br>Rep. Mike Sells,<br>D-38, (786-7840)<br>(mike.sells@leg.wa.gov)           |
| <br>Rep. Adam Kline,<br>D-37, (786-7688)<br>(adam.kline@leg.wa.gov)              | <br>Rep. Sharon Tomiko Santos,<br>D-37, (786-7694)<br>(sharon.santos@leg.wa.gov) | <br>Rep. Eric Pettigrew,<br>D-37, (786-7838)<br>(eric.pettigrew@leg.wa.gov)   | <br>Rep. Kirk Pearson,<br>R-39, (786-7676)<br>(kirk.pearson@leg.wa.gov)       |
| <br>Rep. David Frocht,<br>D-46, (786-7690)<br>(david.frocht@leg.wa.gov)          | <br>Rep. Larry Springer,<br>D-45, (786-7822)<br>(larry.springer@leg.wa.gov)      | <br>Rep. Gerry Pollet,<br>D-46, (786-7886)<br>(gerry.pollet@leg.wa.gov)      | <br>Rep. Jessyn Farrell,<br>D-46, (786-7818)<br>(jessyn.farrell@leg.wa.gov) |
| DISTRICT 43                                                                                                                                                         | DISTRICT 44                                                                                                                                                         | DISTRICT 45                                                                                                                                                      | DISTRICT 46                                                                                                                                                      |
| <br>Rep. Frank Chopp,<br>D-43, (786-7920)<br>(frank.chopp@leg.wa.gov)             | <br>Sen. Steve Hobbs,<br>D-44, (786-7688)<br>(steve.hobbs@leg.wa.gov)            | <br>Rep. Hans Dunshee,<br>D-44, (786-7804)<br>(hans.dunshee@leg.wa.gov)       | <br>Rep. Mike Hope,<br>R-44, (786-7892)<br>(mike.hope@leg.wa.gov)             |
| <br>Rep. Andy Hill,<br>R-45, (786-7672)<br>(andy.hill@leg.wa.gov)                | <br>Rep. Roger Goodman,<br>D-45, (786-7878)<br>(roger.goodman@leg.wa.gov)        | <br>Rep. Larry Springer,<br>D-46, (786-7822)<br>(larry.springer@leg.wa.gov)   | <br>Rep. David Frockt,<br>D-46, (786-7690)<br>(david.frockt@leg.wa.gov)       |
| <br>Rep. Jessyn Farrell,<br>D-46, (786-7818)<br>(jessyn.farrell@leg.wa.gov)      | <br>Rep. Sen. Joe Fain,<br>R-47, (786-7692)<br>(joe.fain@leg.wa.gov)             |                                                                                                                                                                  |                                                                                                                                                                  |

# THE FACES OF THE 147 LEGISLATORS WHO'LL DECIDE STATE'S FATE

DISTRICT 3



Rep. Marcus  
Riccelli, D-3,  
(786-7888)  
(marcus.riccelli  
@leg.wa.gov)



Rep. Timm  
Ormsby, D-3,  
(786-7946)  
(timm.ormsby  
@leg.wa.gov)



Sen. Mike  
Padden, R-4,  
(786-7808)  
(mike.padden  
@leg.wa.gov)



VACANT



House Pos. 1  
(786-7820)



Rep. Matt  
Shea, R-4,  
(786-7984)  
(matt.shea  
@leg.wa.gov)



Sen. Mark  
Mullet, D-5,  
(786-7608)  
(mark.mullet  
@leg.wa.gov)



Rep. Jay  
Rodne, R-5,  
(786-7852)  
(jay.rodne  
@leg.wa.gov)



Rep. Chad  
Megandanz, R-5,  
(786-7876)  
(chad.megandanz  
@leg.wa.gov)



Sen. Michael  
Baumgartner,  
R-6, (786-7610)  
(michael.bau  
mgartner  
@leg.wa.gov)



Rep. Kevin  
Parker, R-6,  
(786-7922)  
(kevin.parker  
@leg.wa.gov)



Rep. Jeff  
Holly, R-6,  
(786-7962)  
(jeff.holly  
@leg.wa.gov)

DISTRICT 10



Rep. Dave  
Hayes, R-10,  
(786-7914)  
(dave.hayes  
@leg.wa.gov)



Sen. Bob  
Hasegawa, D-11,  
(786-7616)  
(bob.hasegawa  
@leg.wa.gov)



Rep. Zack  
Hudgins, D-11,  
(786-7956)  
(zack.hudgins  
@leg.wa.gov)



Rep. Steve  
Bergquist, D-11,  
(786-7882)  
(steve.bergquist  
@leg.wa.gov)



Sen. Linda Evans  
Parlette, R-12,  
(786-7622)  
(linda.parlette  
@leg.wa.gov)



Rep. Cary  
Condotta, R-12,  
(786-7954)  
(cary.condotta  
@leg.wa.gov)



Rep. Brad  
Hawkins, R-12,  
(786-7832)  
(brad.hawkins  
@leg.wa.gov)



Sen. Janea  
Holmquist Newby,  
R-13, (786-7624)  
(janea.newby  
@leg.wa.gov)



Rep. Judy  
Warnick, R-13,  
(786-7932)  
(judy.warnick  
@leg.wa.gov)



Rep. Matt  
Manweller, R-13,  
(786-7808)  
(matt.manweller  
@leg.wa.gov)



Sen. Curtis  
King, R-14,  
(786-7626)  
(curtis.king  
@leg.wa.gov)

DISTRICT 18



Sen. Ann  
Rivers, R-18,  
(786-7634)  
(ann.rivers  
@leg.wa.gov)



Rep. Brandon  
Vick, R-18,  
(786-7850)  
(brandon.vick  
@leg.wa.gov)



Rep. Liz  
Pike, R-18,  
(786-7812)  
(liz.pike  
@leg.wa.gov)



Sen. Brian  
Hatfield, D-19,  
(786-7638)  
(brian.hatfield  
@leg.wa.gov)



Rep. Dean  
Takko, D-19,  
(786-7806)  
(dean.takko  
@leg.wa.gov)



Rep. Brian  
Blake, D-19,  
(786-7870)  
(brian.blake  
@leg.wa.gov)



Sen. John  
Braun R-20,  
(786-7638)  
(john.braun  
@leg.wa.gov)



Rep. Richard  
DeBolt, R-20,  
(786-7996)  
(richard.debolt  
@leg.wa.gov)



Rep. Ed Orcutt,  
R-20, (786-7990)  
(ed.orcutt  
@leg.wa.gov)



Sen. Paul Shinn,  
D-21, (786-7640)  
(paul.shinn  
@leg.wa.gov)



Rep. Mary Helen  
Roberts, D-21,  
(786-7950)  
(mary.helen.roberts  
@leg.wa.gov)

DISTRICT 25



Rep. Dawn  
Morell, D-25,  
(786-7948)  
(dawn.morell  
@leg.wa.gov)



Rep. Hans  
Zeiger, R-25,  
(786-7968)  
(hans.zeiger  
@leg.wa.gov)



Sen. Jan Angel  
R-26, (786-7650)  
(jan.angel@leg.  
wa.gov)



VACANT



House Pos. 1  
(786-7984)

DISTRICT 26



Rep. Larry  
Sequist, D-26,  
(786-7802)  
(larry.sequist  
@leg.wa.gov)



Sen. Jeannie  
Darnelle, D-27,  
(786-7652)  
(jeannie.darnelle  
@leg.wa.gov)



Rep. Laurie  
Jinkins, D-27,  
(786-7930)  
(laure.jinkins  
@leg.wa.gov)



Rep. Jake  
Fey, D-27,  
(786-7974)  
(jake.fey  
@leg.wa.gov)



Sen. Steve  
O'Ban, R-28,  
(786-7654)  
(steve.oban  
@leg.wa.gov)



Rep. Dick  
Muri, R-28,  
(786-7890)  
(dick.muri@leg.  
wa.gov)



Rep. Tami  
Green, D-28,  
(786-7958)  
(tami.green  
@leg.wa.gov)

DISTRICT 32



Rep. Ruth  
Kagi, D-32,  
(786-7910)  
(ruth.kagi  
@leg.wa.gov)



Sen. Karen  
Keiser, D-33,  
(786-7664)  
(karen.keiser  
@leg.wa.gov)



Rep. Tina  
Orwell, D-33,  
(786-7634)  
(tina.orwell  
@leg.wa.gov)



VACANT



House Pos. 2  
(786-7868)

DISTRICT 34



Sen. Sharon  
Nelson, D-34,  
(786-7667)  
(sharon.nelson  
@leg.wa.gov)



Rep. Eileen  
Cody, D-34,  
(786-7978)  
(eileen.cody  
@leg.wa.gov)



Rep. Joe  
Fitzgibbon,  
D-34, (786-7795)  
(joe.fitzgibbon  
@leg.wa.gov)



Sen. Tim  
Sheldon, D-35,  
(786-7668)  
(timothy.sheldon  
@leg.wa.gov)



Rep. Kathy  
Haigh, D-35,  
(786-7966)  
(kathy.haigh  
@leg.wa.gov)



Rep. Drew  
MacEwen, R-35,  
(786-7902)  
(drew.macewen  
@leg.wa.gov)



Sen. Jeanne Kohl-  
Welles, D-36,  
(786-7958)  
(jeanne.kohl-welles  
@leg.wa.gov)

DISTRICT 40



Rep. Kevin  
Ranker, D-40,  
(786-7678)  
(kevin.ranker  
@leg.wa.gov)



Rep. Kristine  
Lytton, D-40,  
(786-7800)  
(kristine.lytton  
@leg.wa.gov)



Rep. Jeff  
Morris, D-40,  
(786-7970)  
(jeff.morris  
@leg.wa.gov)



Sen. Steve  
Litlow, D-41,  
(786-7641)  
(steve.litlow  
@leg.wa.gov)



Rep. Tana Sema  
D-41, (786-7894)  
(tana.sema  
@leg.wa.gov)



Rep. Judy  
Clibborn, D-41,  
(786-7926)  
(judy.clibborn  
@leg.wa.gov)



Sen. Doug  
Erickson,  
R-42, (786-7682)  
(doug.erickson  
@leg.wa.gov)



Rep. Jason  
Overstreet,  
R-42, (786-7980)  
(jason.overstreet  
@leg.wa.gov)



Rep. Vincent  
Buys, R-42,  
(786-7854)  
(vincent.buys  
@leg.wa.gov)



Sen. Jamie  
Pedersen, D-43,  
(786-7628)  
(jamie.pedersen  
@leg.wa.gov)



VACANT  
House Pos. 1  
(786-7826)

DISTRICT 47



Rep. Mark  
Hargrove, R-47,  
(786-7918)  
(mark.hargrove  
@leg.wa.gov)



Rep. Pat  
Sullivan, D-47,  
(786-7858)  
(pat.sullivan  
@leg.wa.gov)



Sen. Rodney  
Tom, D-48,  
(786-7694)  
(rodney.tom  
@leg.wa.gov)



Rep. Ross  
Hunter, D-48,  
(786-7936)  
(ross.hunter  
@leg.wa.gov)



Rep. Cyrus  
Habib, D-48,  
(786-7848)  
(cyrus.habib  
@leg.wa.gov)



Sen. Annette  
Cleveland, D-49,  
(786-7696)  
(annette.cleveland  
@leg.wa.gov)



Rep. Sharon  
Wylie, D-49,  
(786-7924)  
(sharon.wylie  
@leg.wa.gov)



Rep. Jim  
Moeller, D-49,  
(786-7872)  
(jim.moeller  
@leg.wa.gov)



Lt. Gov. Brad  
Owen, D,  
(786-7700)  
(lt.owen@leg.  
wa.gov)

## MORE CONTACT INFORMATION:

Legislative Message Hotline:

1-800-562-6000

By mail:

Senate: P.O. Box 404 (insert LD#)

Olympia, WA 98504-0404

Governor's Office:

(360) 902-4111 (For relay operators for the deaf or hearing impaired, please dial 7-1-1)

E-mail form: [www.governor.wa.gov/contact/default.asp](http://www.governor.wa.gov/contact/default.asp)

Mail: P.O. Box 40002

Olympia, WA 98504-0002



**INTERPRETERS BARGAINING TEAM MEETS.** The Interpreters Bargaining Team, met for training Dec. 5 in Olympia. From left: Eugenio Vidrio, Jaime Alarcon, Leroy Mould, Ruth Medina, Chief Negotiator Sarah Clifforne, Larysa House, Samuel Potts, Johnny Voogt, Paul Natkin, Mileena Calderari-Waldron, Karen Castle and Ferdi Nadir. Other WFSE/AFSCME bargaining teams around the state are also prepping for the next round of bargaining.

**WFSE/AFSCME stands with Machinists**

Dozens of WFSE/AFSCME members rallied for Machinists 751 members in downtown Seattle Nov. 18 and urged Boeing to "Build it here" to keep the 777X in Washington.

"State employees will be with you every inch of the way because we're fighting for Washington," Julianne Moore, Yakima Local 1326, told the crowd in Westlake Center on behalf of the Federation. She is also a regional vice president of the Washington State Labor Council.



**SPOKANE STEWARDS IN ACTION TRAINING.** WFSE/AFSCME members from ABHS, Ecology, Community Colleges of Spokane and Consolidated Support Services attended the Dec. 7-8 training. WFSE/AFSCME Council Reps Kandy Dygert, Electra Jubon and Jacquie Tucker conducted the class.

## Stewards in action



**KENNEWICK STEWARDS IN ACTION TRAINING.** Local 1253 and 396 members attended the training Nov. 16-17.

## Rose Gittings

Iconic WFSE/AFSCME activist had front row seat as union forced end to political hiring in state government

**IN MEMORIAM:** Few WFSE/AFSCME members may remember Rosalie "Rose" Gittings. But her impact on our lives and the lives of future state employees will live on for generations.

Gittings, an early member of the Federation who worked for governors and Supreme Court justices, died Nov. 16 at her home in Lacey. She was 88. Her family plans a celebration of her life next summer.

Gittings was an active member of Council 28 and Local 443 during some tough times.

Congressman Denny Heck, who worked with Gittings in the administration of Gov. Booth Gardner, eulogized his former colleague Nov. 18 from Facebook: "R.I.P. Rose Gittings. It was an honor to work with you."

Rose was instrumental in the Federation's 50th anniversary project in 1993 to fill a lot of historical gaps.

And long before the Obama and even Clinton attempts at health care reform, she co-piloted an ambulance cross-country in the fall of 1991 as part of an AFSCME campaign to heighten awareness of the need for affordable health care for all. The movie "Thelma and Louise" had just come out and Rose, along with her co-driver Wanda Riley of Local 443, were dubbed the "New Thelma and Louise." They



Rose Gittings, during 1993 WFSE/AFSCME 50th Anniversary history project.

got to Washington, D.C. in one piece, didn't drive off a cliff, but did a lot to help our union and country from going off a cliff.

Gittings and Riley took a similar journey with other Federation members in 1994.

**Decades earlier,** Gittings had a ringside view of the world of state employment before the Federation won civil service rights in 1960.

Gittings worked for the Democratic Central Committee in that era when state jobs were doled out based on political loyalty, not qualifications. Even after civil service came in, the administration of

Democratic Gov. Al Roselli in the early 1960s still filled temporary state jobs from the ranks of the party faithful. But, Gittings pointed out in an Oct. 22, 1993, interview, the candidates she placed all were qualified for the jobs. She made sure of that.

"It (patronage) went away with civil service, but it was still there for temporary employees," Gittings said in the 1993 interviews for the Federation's 50th anniversary history project. "I think I hired the first people on the Hood Canal Bridge and the Narrows Bridge and all of those places where tolls were taken. All of the state parks,

### EMERGENCY DRIVE FOR HEALTH CARE

## On the road to health care for all

WFSE/AFSCME retirees Rose Gittings and Wanda Riley drove to the heart of America with a message whose time has come



Photo: AP Wirephoto

park aides, lifeguards, temporary employees at DOT, God forbid..."

Still, she remembers the wider-spread abuse of state employees before voters approved the Federation's civil service initiative 207 on Nov. 8, 1960.

"Oh, heavens yes," Gittings recalled. "I was around when, you know, whole offices, they would be swept out of office. I know one fella who didn't take a vacation for three years because other people disappeared from their desks – they took their vacation and somebody else is occupying their desk then they came back to work. I mean, that was well known in (a) change of administration...."

**Gittings supported then-Pierce County Executive Booth Gardner when he ran for governor in 1984. She worked that year's Federation Endorsements Conference to win the then little-known Gardner a joint endorsement with then-state Sen. Jim McDermott. That was the first time the Federation ever took**

a position in a gubernatorial race -- the previous four years under Gov. John Spellman saw the start of what we now know as "Wisconsin-style attacks" on public employees.

Gardner went on to win and Gittings became his executive assistant.

But the union's relations with Gardner soured as he rebuffed the union on health insurance and waged two bitter (and unsuccessful) attempts to wipe out civil service protections.

Gittings had mixed emotions as a loyal Federation member and a loyal follower of Booth Gardner (whose chief of staff for awhile was Denny Heck).

"It was (a) really difficult time for me many, many times," Gittings recalled in 1993. "Many moments of despair. But Booth himself never bad-mouthed the union. And it was just very touchy, (a) very fine line there. But we (she and Gardner) had a great relationship so I could vent and have a catharsis. Yelled, of course. We were good friends."

# MEMBERS ONLY BENEFITS UPDATE

## Four new benefits added

These benefits are for dues-paying members of WFSE/AFSCME



**NEW FOR 2014! AFLAC** is supplemental insurance available to state employees through payroll deduction at a group discounted rate. AFLAC is not medical insurance, but insurance that pays cash benefit directly to the policyholder, over and above any other coverage that is currently in place. The employee decides how they will use that money. It provides that extra layer of financial protection to help fill in the gaps, and covers expenses such as: Loss of income; out of pocket medical expenses; everyday living expenses  
• Claims are handled personally by local office and

on average paid within 4 days.

• Coverage is portable - if employee retires, the premiums can be deducted from the retirement check or if they leave state employment, they can take coverage with them at same rates. For more information, please contact: Barbara Dickson - AFLAC Account Manager, (425) 827-8397 • barbara\_dickson@us.aflac.com. Visit the website for state employees: [www.aflac.com/wagov](http://www.aflac.com/wagov)



**NEW FOR 2014! Colonial Life** has been serving the needs of Washington State public sector employees via payroll deduction since 1961.

### This month's other shared leave requests:

**Jennifer Wohl**, a juvenile rehabilitation counselor at Echo Glen Children's Center in Snoqualmie and a member of Local 341, has been approved for shared leave while providing care for her partner, who is recovering from abdominal surgery. Contact: Claudette Mitzel, (425) 831-2500.

**Stephanie Coburn**, a juvenile rehabilitation counselor at Echo Glen Children's Center in Snoqualmie and a member of Local 341, has been approved for shared leave while recovering from abdominal surgery. Contact: Claudette Mitzel, (425) 831-2500.

**Doreen Clement**, 54, an adjudicator 3 with the DHS Division of Disability Determination Services in Tumwater, has been approved for shared leave. She's been with the state for 30 years and has had frequent health challenges in recent years due to serious gastrointestinal problems requiring multiple surgeries. In the past year, she has transitioned to a 32-hour work-week to facilitate her ongoing medical care and continue her career in state service despite her chronic medical conditions. Doreen has exhausted her leave and has no other household income. She would be greatly appreciative of any donations of shared leave. Contact: Debbie Stallard, (360) 664-7415.

**Shilo Strickland** (some might know her as Shilo Smith before her recent marriage), a financial examiner 1 with the Office of the Insurance Commissioner in Olympia and a member of Local 443, has been approved for shared leave because of serious medical reasons. She has exhausted all leave. Without shared leave, she will be without funds for the month of December. Contact: Sarah Fox, (360) 725-7031.

To donate leave to this victim of domestic violence, call the Green River CC Human Resource contact, Sheryl Gordon, at (253) 833-9111, Ext. 2600.

Colonial Life plans include:

- Disability Insurance: offsets the financial losses that can result when employees are unable to work due to injury or illness. Plans cover both on and off the job injuries. All benefits are paid in addition to any other insurance and paid directly to the employee - tax-free.
- Accident Insurance; life insurance; Cancer & Critical Care Insurance. Representative of Colonial Life available for "Lunch & Learn" meetings to provide educational information to WFSE/AFSCME members of these voluntary employee benefits.

All plans are approved for payroll deduction. Questions?

- For all of Western Washington contact Robert Branscomb 1-877-209-9277 • robertbranscomb@gmail.com
- For all of Eastern Washington contact Tom McGrann 1-509-930-8054 • yomegrann@charter.net



Modern Woodmen of America Payroll Deduction Code 2775

The Roth Individual Retirement Plan  
**NEW FOR 2014!** Modern Woodmen of America is a member-owned fraternal financial services organization. Retirement savings program: saving for retirement and Roth Individual Retirement Account (IRA) opportunities. Questions: Robert Branscomb, 1-877-209-9277 • robertbranscomb@gmail.com • [www.therothira.org](http://www.therothira.org)

### Pacific Dental Alliance

**• NEW FOR 2014! Pacific Dental Alliance (PDA)** is a network of dental offices that has been serving union members for over 15 years with quality and affordable dental care. PDA locations in the Puget Sound Region have union

employees!

Average of 35% savings on out of pocket cost for members.

Members without insurance (such as Interpreters), will save an average of 35% over other area dental offices: Visit [www.pacificdentalairset.com](http://www.pacificdentalairset.com) for dental office name and address. Questions? Call PDA affiliated dental office or PDA at 206-276-7880.

**And don't forget our existing dental partners:**  
Bright Now! Dental, (253) 405-4547; Frontier Family Dental (Tri-Cities), (509) 547-3000; Sunrise Dental, [www.sunrisedental.com](http://www.sunrisedental.com); 1-877-770-3077.

### MORE ONLINE

Go to [www.wfse.org](http://www.wfse.org) > MEMBER RESOURCES > MEMBER BENEFITS  
Direct link: <http://www.wfse.org/member-benefits/>

exhausted all her available leave and is now on leave without pay status. Contact: Cindy Hebert, (360) 902-5681, or your human resource office.

**Jamie Spaulding**, a financial services specialist 3 with DHS in Goldendale and a member of Local 716, is recovering from cancer surgery and in need of shared leave. Contact: Debbie Lloyd, (509) 225-7915.

**Aiden Rhaburn**, a financial services specialist 2 with DHS in Bremerton and a member of Local 53, has been approved for shared leave because of a medical condition. He has exhausted all available leave. Contact: your human resource office.

**Christina Hurley**, an information technology specialist 3 with the Department of Natural Resources in Olympia and a member of Local 443, has been approved for shared leave. Contact: DNR Human Resources, (360) 902-1228.

**Kelly Crouch**, a workers' compensation adjudicator 4 with the Department of Labor and Industries in Tumwater and a member of Local 443, has been off work since Sept. 30 because of spinal surgery (C2-C6 laminectomy/fusion with instrumental). She will be off work until Jan. 2. Contact: Deanna MacIntosh, (360) 902-5488.

**Debbie Gallagher**, a social services specialist 3 for DHS Home and Community Services in King County, is still in need of shared leave. She is recovering from a traumatic head injury and is in need of shared leave. Contact: your human resource office.

**Rachel Saunders**, a health services specialist 3 at the Department of Health in Tumwater and a member of Local 443, is still in need of shared leave because of a serious health condition. She has exhausted all leave. Contact: Kim Kenderesi, (360) 236-4058.

**Theresa M. Bowman**, an agriculture inspector 4 with the Department of Agriculture in Brewster and a member of Local 1299, is still in need of shared leave. Theresa is recovering from a long-term illness. She has exhausted all her available leave. Contact: Laurie DeJong, (360) 902-1858, or your human resource office.

**Terry Letson**, a window washer at Central Washington University in Ellensburg and a member of Local 330, is in need of shared leave for upcoming surgery and ongoing treatment in his continuing battle against cancer. Terry and his wife Ginny are both longtime members and activists of Local 330 and request any support their fellow Federation brothers and sisters can provide. Contact: the CWU Human Resources Department at (509) 963-1202.

**Dawn Coffinberry**, an office assistant 2 with the Department of Labor and Industries in Tumwater and a member of Local 443, has been off work since Oct. 16, recovering from neck and bladder surgeries. She has

# Working together to change the culture in Employment Security

## ■ Time to fix “culture of distrust”

The Federation and management at the Employment Security Department have taken a remarkable step that shouldn't be that remarkable: a true partnership to change the workplace culture at ESD.

A joint labor-management panel briefed the union's Executive Board Dec. 8 and asked for financial help to take the next step in what could be a model for other agencies.

Assistant ES Commissioner Ron Marshall told the board a survey of employees showed that 84 percent aren't engaged in the agency.

That has to change, Marshall said, so "ESD employees are valued, they're empowered and they're engaged at

work and can develop their skills and careers."

Marshall told the Federation board his agency leadership learned some uncomfortable truths about the workplace culture at Employment Security.

"It's a culture of distrust, it's a culture where we don't communicate well from the top down, from the bottom up," he said. "If we don't fix that, I don't see us succeeding in all the other projects" the agency needs to undertake.

**This is a serious move to** a true partnership between management and employees through their union.

"Together, we need to go forward and do what's best for (employees) and what's best for them is going to be best for ESD," Marshall said.

"This should be what



From left: Assistant Employment Security Commissioner Ron Marshall, Local 443 ESD member Ginger Bernethy and WFSE/AFSCME Labor Advocate Lewis Woods describe the employee engagement effort to Executive Board Dec. 8.

we have done and what we should always do," said **Ginger Bernethy**, a Local 443 ESD member on the employee engagement project.

Creating a real partnership with shared goals and communication is the key to success.

"The people who do the work, these are the people who know and without their involvement and input, any plan that you put in place probably won't be successful," said WFSE/AFSCME Labor Advocate **Lewis Woods**.

Employment Security and Federation ESD leaders have met for months on the

employee engagement initiative. There have been surveys, two-day feedback sessions, the help of a consultant and genuine interest in this movement.

**The next step is to gather** bargaining unit supervisors and managers to foster a true two-way street on employee engagement.

But to do that, Employment Security needs funds for that next step. The agency has seen several rounds of deep cuts in an agency that gets 87 percent of its funding from the federal government.

The representatives from

this joint employee engagement movement asked the board to chip in funding. The agency had \$15,000 available. Local 443 has set aside about \$8,000. And the WFSE/AFSCME Executive Board approved another \$8,000.

**The hope voiced by other** board members: That the Employment Security employee engagement project succeeds and is used as a model to bring about a sea change in the culture at other state agencies.

## Update on union's reaction to state's study of eligibility work

As part of the operating budget bill passed earlier this year, the Legislature directed the Office of Financial Management to conduct a study of eligibility work.

Lawmakers provided \$536,000 for this study in the budget and Public Consulting Group (PCG) was awarded the contract.

The Office of Financial Management, along with representatives from Public Consulting Group (PCG), requested to meet with the Federation

Dec. 3 to provide information about this study of eligibility that is currently happening in the DHS Economic Services Administration (ESA), the DHS Aging/Long-Term Support Administration (ALTSA), the Health Care Authority (HCA) and the Department of Early Learning (DEL).

The goals, as outlined by the Legislature, are to assess and make recommendations to achieve the following:

- Simplify procedures
- Improve customer service
- Reduce state expenditures

When this information was presented to the Federation Dec. 3, the Federation raised a number of concerns around the integrity of the programs and social services, the imple-

mentation of the Affordable Care Act and lessons learned, and the need for further input from our membership.

A follow-up meeting took place Dec. 6.

Staff from the Office of Financial Management and PCG met with Federation members from the DHS Community Services Division, DHS Home and Community Services and the Health Care Authority.

WFSE/AFSCME members explained to OFM and PCG representatives the myriad of problems created for the clients and staff in Washington as a result of how the state has elected to implement the Affordable Care Act.

The level of duplication in the work, the lack of communication be-

tween agencies, divisions and computer systems, and the inability to access the Health Plan Finder website or its call center are a few of those concerns.

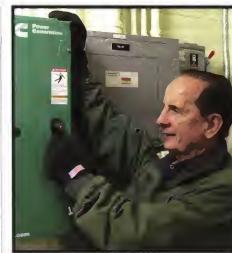
"Federation members did an outstanding job describing the impact to the clients they serve as well as to program integrity," said the union's Coordinator of Negotiations Amy Achilles. "The Federation offered to continue to be available to provide them with feedback and hope that the concerns we've expressed are reflected in the recommendations that PCG ultimately puts forward."

**Inslée issues wellness order; union negotiations continue** Gov. Jay Inslee on Nov. 21 issued an executive order to encourage state employee wellness, including healthy foods and beverages at state worksites and integrating the wellness program with state employee health insurance.

It also sets up a State Employee Health and Wellness Steering Committee to "develop necessary elements of a comprehensive wellness program for state employees" according to Executive Order 13-06.

Four unions – the Federation, SEIU 1199 Northwest, the Teamsters and the WPEA – will have seats on that steering committee.

Meanwhile, the separate State Employee Health Care Coalition negotiations on incentivized wellness proposals continue and should conclude in December, said Federation Executive Director Greg Devereux. That process was part of the Health Care Agreement ratified by Federation members Nov. 6.



Inslée issues wellness order; union negotiations continue Gov. Jay Inslee on Nov. 21 issued an executive order to encourage state employee wellness, including healthy foods and beverages at state worksites and integrating the wellness program with state employee health insurance.

It also sets up a State Employee Health and Wellness Steering Committee to "develop necessary elements of a comprehensive wellness program for state employees" according to Executive Order 13-06.

Four unions – the Federation, SEIU 1199 Northwest, the Teamsters and the WPEA – will have seats on that steering committee.

Meanwhile, the separate State Employee Health Care Coalition negotiations on incentivized wellness proposals continue and should conclude in December, said Federation Executive Director Greg Devereux. That process was part of the Health Care Agreement ratified by Federation members Nov. 6.

## SUTCLIFFE, from page 1

out of all the darkness comes the light."

It all began earlier this year when Sutcliffe discovered that the college had brought in private contractors to replace a manual switch with an automatic switch on an emergency back-up generator, and conduit and wiring work for a waste water pump. The college had given no notice to the union and the work constituted contracting out of bargaining unit work.

That is work his position would have done – and should have done. And done faster, better and at lower

cost.

"You ask anyone on campus about the quality of my work and they'll say it's the best, bar none," Sutcliffe said. "Even management."

Under the Dec. 5 settlement, the college agrees to follow a policy requiring notification to the union of potential outsourcing so members can raise concerns and enforce the rules, laws and collective bargaining agreements.

Sutcliffe's supervisor will meet with him at least weekly about upcoming electrical service projects.

And the college will pay Sutcliffe \$1,000 to compensate him for the work wrongfully taken from him.

"It behooves us in the future to stick to contracting policies so we don't have future incidents that end up costing taxpayers more," Sutcliffe said.

"They spend way too much money to contract out when it could have been done cheaper in-house," said **Robin Ledbetter**, the WFSE/AFSCME council representative who assisted Sutcliffe.

Sutcliffe, 74, said he challenged the outsourcing to show newer and younger employees that their union fights for them.

"When I leave, I want to make sure no one is messed with," he said. "The union is here."